

FARAH SALHAB

GENDER AND INCLUSION EXPERT | FEMINIST M&E | CAPACITY BUILDING

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SUMMARY

Intersectional Feminist, Gender and Inclusion Expert with over 11 years of hands-on and research experience advancing initiatives that empower and protect women, girls, diverse groups, and underrepresented communities. Skilled in proposal writing, resource development, feminist M&E, GEDI/GESI analysis, tailored capacity-strengthening plans, and designing GBV response programming. Since 2018, I have led the gender and inclusion components for multi-million-dollar consortia at national and regional levels, contributing to the writing of multi-year strategies. Passionate about driving evidence- and results-based program designs to challenge harmful norms and reshape narratives around women, girls and marginalized groups.

EXPERIENCE

07/2024

Beirut, Lebanon - Amman, Jordan

Gender Lead

CARE Syria

- Championing the Gender Community of Practice and driving forward initiatives and conversations on scaling up the Violence Against Women and Girls (VAWG) project pilot
- Launching the Gender and Inclusion Work Plan for the consortium to guide the work of more than 10 international and local downstream partners starting with Minimum Gender Standards
- Attracting donors' interests to topics linked to women and girls that need attention for funding after the sociocultural and geo-political changes in Syria
- Pioneering training and learning sessions tailored to partners
- Authoring quarterly and annual donors' reports, papers and guidance notes on how to mainstream gender according to different donors' priorities and markers
- Establishing a digital library for shared resources

01/2024 - 08/2024

Beirut, Lebanon

Gender Equality Adviser Consultant

Embassy of Canada

- Provided technical advice to GAC Technical Authority and grantees, ensuring alignment with Canada's Feminist International Assistance Policy (FIAP)
- Evaluated over 20 reports and proposals, authored papers on women's economic empowerment
- Prepared speech points for the Ambassador of Canada in Lebanon

05/2023 - 01/2024

Beirut, Lebanon

Gender Adviser

Norwegian Refugee Council

- Directed the establishment of a comprehensive gender strategy and theory of change within NRC's multi-year strategic plan
- Designed and led the Gender Action Plan within the 'Haretna' Consortium, resulted in significant decrease in backlashes of some communities towards 'Haretna' Consortia's gender and women related interventions
- Developed a Rapid Gender Analysis framework, support the analysis of findings by partners and the validation workshop
- Guided the work of MEL unit on ensuring a proper coverage of gender indicators and the streamlining of feminist M&E framework
- Created and delivered targeted training modules and coaching plans contributing to the improved day-to-day practices of partners
- Supported the Regional Steering Committee on ICLA and Gender Analysis
- Supported NRC's Diversity & Inclusion Committee by ensuring gender-responsive practices, such as ensuring accessibility and reasonable accommodations for Persons with Disabilities

12/2021 - 07/2022

Beirut, Lebanon

Gender, Youth, and Inclusion Learning Officer

EnCompass LLC

- Developed training materials as per the identified gaps and evidence in gender, youth, and inclusion knowledge within USAID programming
- Coordinated the gender and youth analyses among USAID partners, contributing to research, evidence and informed evaluation design
- Contributed to the improvement of MEL process to support partners' mission in integration of youth issues and gender-transformative and inclusive in line with USAID program cycle
- Facilitated learning events that integrated evidence from gender analyses, assessments, and other studies into programs, aligning with USAID's Collaboration, Learning, and Adaptation (CLA) approaches

11/2021 - 12/2021

Beirut, Lebanon (remote)

Gender Equality Adviser

Save the Children Canada

- Contributed to the execution of SCC's gender equality roadmap, by offering technical support to Save the Children Canada funded country programs
- Provided insights and expertise to technical working groups and communities of practice at both Save the Children Canada and international level
- Created tools and led the capacity-building initiatives to enhance gender equality awareness and competency among Save the Children Canada funded country programs

EXPERIENCE

02/2020 - 11/2021

Beirut, Lebanon

Gender & Disability Inclusion Specialist

Save the Children Lebanon

- Contributed to winning proposals focused on feminist agendas
- Revised over 10 global and internal policies
- Contributed to the writing of multi-year strategies and SOPs, as well as emergency responses for COVID-19 and Beirut Port Explosion
- Built and structured the gender analysis approach for Save the Children
- Developed and delivered training materials and coaching tools tackling gender, inclusion, and SRHR
- Informed Quality Benchmarks, advised on the use of Washington Group Questions and reporting on KPIs
- Worked closely with the Policy, Advocacy, and Communication team to ensure gender-transformative representation of diverse groups
- Backed the 'ENABLE' application and led the partnership with Humanity & Inclusion among other Organizations of People with Disabilities
- Founded and chaired the GEDI taskforce leading to refining recruitment policies and improving workplace conditions

08/2019 - 10/2019

Freetown, Sierra Leone

Protection Specialist

International Rescue Committee

- Prepared a five-day training program tailored to the Sierra Leonean context under the 'Every Adolescent Girl Empowered & Resilient (EAGER)' life-skills curriculum, as part of the Leave No Girl Behind global campaign
- Designed supporting program materials and guidance on facilitation skills, coaching, protection, gender, SRHR, disability, social inclusion, safe spaces, safeguarding and working with boys
- Co-designed inception reports, log frames, and tracked GESI indicators leading to a further refinement of existing tools and the development of new ones

11/2017 - 02/2020

Beirut, Lebanon

Adolescent Girls' Programming Manager

International Rescue Committee

- Managed and oversaw the entire program implementation including the Basic Literacy and Numeracy component for adolescent girls
- Advised on the contextualization of program materials and activities for diverse groups of girls to better mitigate and respond to GBV
- Co-developed UNICEF Multi-sectorial Child Marriage National Toolkit
- Expanded the mentoring network across Lebanon through coaching for IRC staff and partners
- Designed and implemented M&E tools, capturing quantitative and qualitative impacts of the 'Girl Shine' initiative informing program scaling
- Co-led a global consultancy workshop in Uganda on the 'Girl Shine' curriculum
- Authored detailed reports, newsletters, and blogs that enhanced stakeholder engagement and attracted global advisors and donor interests

07/2014 - 11/2017

North, Lebanon

Officer and Senior Officer

Adolescent Girls' Programming

- Delivered tailored life-skills, GBV, and SRH sessions to at-risk girls, including curricula like 'My Safety, My Wellbeing,' with marginalized communities of girls and caregivers in T+5 and Akkar
- Established and managed safe spaces in unprivileged locations developing exit strategies to ensure sustainability beyond program phases
- Created M&E tools and girl-friendly resources strengthening program quality and reporting to donors
- Supervised and trained a team of Adolescent Girls' Assistants

01/2013 - 07/2014

North, Lebanon

Education Outreach Assistant

Norwegian Refugee Council

- Created and delivered a life-skills curriculum for youth and adolescents
- Followed-up on the registration of Syrian and Lebanese boys and girls in public schools
- Reported and referred child protection issues

CONSULTANCIES

IGNITE Context Analysis and Mapping - IRC

📅 03/2024 - 04/2024 📍 Regional (remote)

Led the mapping of 90+ women-led organizations addressing adolescent girls' education and harmful norms. Conducted data collection and analysis with 25 stakeholders. Triangulated findings with a literature review. Facilitated a reflection workshop to shape the IGNITE framework for the MENA region.

Gender Mainstreaming Consultant - Expertise France, Shabake 2 Project

📅 03/2024 - 04/2024 📍 Beirut, Lebanon (in-person)

Designed and implemented a capacity-building plan for 21 staff, improving technical knowledge and confidence by 50%. Trained Expertise France staff on evaluating grantees using OECD-DAC and AFD Gender Markers. Conducted workshops on proposal writing and gender inclusion for nine grantee organizations.

CONSULTANCIES

Gender and Inclusion Training Consultant - Caritas

09/2023 - 09/2023 Zahlé, Lebanon (in-person)
Developed and delivered a four-day training for social workers on PFA, GBV, and disability referral, achieving a 92% improvement in knowledge and skills. Created follow-up plans and supporting documentation to sustain the impact of the training.

Gender Expert - InfoPro X Mercy Corps

02/2023 - 03/2023 Across Lebanon (in-person)
Moderated multiple FGDs across Lebanon to evaluate the gender impact of Mercy Corps’ ‘3amaly’ Project. Produced a report with insights and recommendations to guide future livelihoods projects focusing on women and female youth's empowerment.

National Consultant - ResultsinHealth

02/2023 - 06/2023 Beirut, Lebanon (hybrid)
Conducted FGDs, KIs, and Stories of Change interviews with 26 respondents as part of the Mid-Term Review of the Generation Gender Program. Analyzed data, co-led a validation workshop, and authored the final report with actionable recommendations.

People with Disabilities Consultant - IRC

10/2022 - 12/2022 Beirut, Lebanon (remote)
Led the final evaluation for partnership between IRC WPE and LUPD. Provided actionable recommendations to strengthen partnerships and enhance disability integration.

Gender Trainer Consultant - UN Women

08/2022 - 10/2022 Across Lebanon (in-person)
Delivered 25 training sessions to 500 MoSA staff working on the NPTP program under WFP, to enhance gender awareness and gender-sensitive practices.

KEY ACHIEVEMENTS

Impacting Donors

Contributed to award-winning proposals and designed evaluations influencing donors' decision-making processes.

Reporting Enhancement

Increased reporting efficiency by 60% through the integration of gender and feminist standards.

Capacity Building Success

Trained over 1,500 staff and partners on gender, diversity, disability inclusion, and SRHR across Lebanon, the MENA region, and East and West Africa.

Representation

Served as Save the Children Spokesperson for Lebanon, IRC Gender Champion, and IRC Way Day Ambassador.

DONOR EXPERIENCE

AFD	BMZ	BPRM	DANIDA	DORIA FEMINIST FUND	DUTCH MOFA	ECHO	ECW	FCDO	GAC	NMFA
NORAD	OCHA	QATAR FOUNDATION	SAID FOUNDATION	SIDA	UNHCR	UNICEF	USAID	WFP		

SKILLS

Proposal Writing	Research	Gender Analysis	Capacity Building	Resource Tool Development
Stakeholder Engagement	Negotiation	MS Office Suite	Google Workspace	Data Visualization

LANGUAGES

Arabic
Native

English
Native

French
Proficient

EDUCATION

09/2010 - 06/2013

Beirut, Lebanon

BA in Social Work

Université Saint-Joseph de Beyrouth

INTERNSHIP

**Community Activist - CARITAS
Community Center for Migrant
(03/2013 - 06/2013)**

**Family Intervention - SOS Village
(03/2012 - 06/2012)**

**Individual Intervention - RESTART
Center for the Rehabilitation of
Victims of Violence & Torture (03/2011 -
06/2011)**

FIND ME ONLINE



LinkedIn

<https://www.linkedin.com/in/fs1992/>



My Website and Portfolio

<http://www.farahsalhab.com/>

MY LIFE PHILOSOPHY

Positivity is strict exercise training; you have to do it every day without skipping a day.

CERTIFICATION

Duolingo English Test (advanced)

Duolingo - Online, Mar 2025

Hostile Environment and Awareness Training (HEAT)

redr australia - Jordan, Feb 2025

Duty to Respond Provider

International Trauma Life Support, JPS Training Center - Jordan, Feb 2025

Basic Life Support

HSI - American Safety & Health Institute - Jordan, Feb 2025

Compass Online Management Basics Program

IRC X Harvard - Online, 2018

Psychosocial Needs of Migrants & Refugees

American University in Cairo - Egypt, Jan-Feb 2017